

PREVENTION OF SEXUAL HARASSMENT

"Say NO to sexual harassment at workplace"

REPORT IT!

As per Prevention of Sexual Harassment policy at Tata Steel, any of the following behavior is considered inappropriate within the Company's working environment and is liable for disciplinary action and legal action (at the option of the victim)*:

- Unwelcome sexual advances involving verbal, non-verbal or physical conduct, implicit or explicit
- Physical contact and advances such as touching, stalking, sounds which have explicit and/or implicit sexual connotation/overtones, molestation, etc.
- Demand or request for sexual favours, sexually coloured remarks, including but not limited to vulgar/indecent jokes, letters, phone calls, text messages, e-mails, gestures, etc.
- Showing pornography or the likes & display of pictures, signs, etc. with sexual nature/connotation/overtones in the work area and work-related areas
- Verbal or non-verbal communication which offends the individual's sensibilities and affect victim's performance and has sexual connotation/overtones/ nature
- Teasing, innuendos and taunts, physical confinement and/or touching against one's will and likely to intrude upon one's privacy.

- Any person found guilty of violating this law as substantiated by data and facts, will be subject to appropriate disciplinary action, leading up to and including termination of services and based on severity of case.
- In case a complaint is filed under the Indian Penal Code, at the option of the victim, the perpetrator may also have to face imprisonment, the term of which may range between 1-3 years or with fine or both.
- Any party involved in the investigation process (viz. complainant, alleged harasser and/or witnesses), who knowingly submits false accusations, complaints or fake/ tampered facts & details that are discovered subsequently during the investigation process will be subject to disciplinary action, leading up to and including termination and legal consequence as applicable.

As per Circular no. AO/223/2024 dated October 17, 2024, the list of Internal Committee (IC) members for Tata Steel Kalinganagar is as follows:

Sl. No.	Name	Designation	Role	Mail Id	Mobile No.
1	Vinita Prakash	Chief HRBP E&P	Presiding Officer	vinita.prakash@tatasteel.com	9234531174
2	Aishwariya Pattanayak	Area Manager HRBP BF TSK	Member	aishwariya.pattanayak@tatasteel.com	9264498712
3	Animesh Samanta	Head HRBP Operations & CWR Cell, TSK	Member	animesh.samanta@tatasteel.com	9204741442
4	Anmol Kaur Viridi	Officer on Deputation to M/s NINL	Member	anmol.virdi@tatasteel.com	9980750385
5	Prohar Kumar Roy	Sr. Area Mgr Corp Ethics TSK M&S & Concern Mgmt	Member	prohar@tatasteel.com	8092086126
6	Renuka Singh	Officer On Deputation to M/s NINL	Member	renuka.singh@tatasteel.com	7077755177
7	Sankar Biswas	Chief of Mechanical Maintenance TSK	Member	s.biswas@tatasteel.com	8092092040
8	Seekruti Samal	Sr. Area Manager Audit Finance & Commercial	Member	seekruti.samal@tatasteel.com	7328849778
9	Sujat Ali Khan	Chief Refractories TSK & NINL	Member	sujat.khan@tatasteel.com	9204058046
10	Vibhore Goel	Head HRBP Maintenance & Support Srvs, TSK	Member	vibhore.goel@tatasteel.com	9040094247
11	Vivek Nath Tiwary	Sr. Area Mgr HRBP EM & Utilities TSK	Member	vivek.tiwary@tatasteel.com	8093954729
12	Yaswant Kumar Pandey	Chief HRBP Steel-TSK	Member	yaswant.pandey@tatasteel.com	9234567595
13	Anjan Dasgupta	External	Independent Member	anjandasgupta059@gmail.com	9234511432
14	Anuradha Mohapatra	External	Independent Member	mahapatraanuradha@gmail.com	9861023010
15	Adyasha Panigrahi	Area Manager HRBP Coke Plants TSK	Convenor	adyasha.panigrahi@tatasteel.com	8018822550

*Please refer to POSH guidelines of Tata Steel for details

Kindly contact Corporate Ethics Team if you need more information on policy

For reporting ethical violations: Toll Free Number - 18001020875, Email: tatasteel@ethicshelpline.co.in, Web Portal: www.in.kpmg.com/ethicshelpline/tslindia